



Reserve Accessions and Assignments

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Reserve Affairs Plans and Policy**



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What Does CMC(RAP) Do?

- CMC(RAP) is ...
 - A Branch within the Reserve Affairs Division of Manpower and Reserve Affairs at Headquarters Marine Corps
 - Responsible for all things associated with ...
 - Reserve Personnel Administration
 - Reserve Manpower Management
 - RAP consists of two separate sections
 - Policy Section
 - Plans Section



What Does CMC(RAP) Do?

- Policy Section:
 - Reviewing/applying legislative initiatives
 - Retention Policy
 - Mobilization Issues
 - End Strength
 - IMA Program
 - ACIP
 - MCRAMM



What Does CMC(RAP) Do?

- Plans Section
 - Non-prior Service (NPS) and Prior Service (PS) Recruiting Plan Development
 - Retention/Attrition Analysis
 - End Strength Management and Analysis
 - Enlisted Promotions
 - Entry-level and Prior Service Training Assignment (ELTA and PSTA) Program Management
 - School Seats Reclassifications
 - Reserve Incentive Programs Management
 - Chair Mission Planning and Reserve Recruiting and Retention Task Force Conferences



Mobilized and Unqualified Marines

- Marines may be mobilized prior to completing MOS school and/or MCT, however,
- Marines **cannot** be deployed OCONUS until they complete MOS training and MCT (fully qualified for deployment).
 - Ref: MarAdmin 006/04 for mobilization/training guidance
- Trend: PMOS and BMOS do not match.
 - No Marines should have a 0000 BMOS
 - Marines who are filling the billet of an MOS not commensurate with their PMOS should have diary entries ran to reflect 1st Additional MOS's.
Example: PMOS 0300, BMOS 0369, 1st Add: 5811.
 - The Marine will be carried as a MOS Mismatch.



Category 'F' Marines

- Guidance:
 - IIADT Marines must have orders submitted in ROWS 45 days prior to departure from unit for training.
 - Units will run an EAS on the Marine when they transfer from the SMCR unit to the school for training (EAS will be estimated for the day after the projected graduation date).
 - Marines injured in training **can be** RELAD prior to school completion (No Reserve Marine will be sent home NPQ without CMC knowledge - RAM3)
 - A Pg 11 entry **will be** made for all Marines requiring an MOS reclassification or IUT.
 - Reservists must contact their Unit, prior to departure from school.



Prior Service Training Assignment Program

- Program is tied to Prior Service accessions
- Prior Service Marines to receive MOS retraining commensurate with the billet for which they are hired
- Must be tied to a valid unit T/O Line number vacancy/Quota Sequencing Number (QSN)
- School seats placed in BNA at time of join
- Student type code
 - 3EP/3OP (RAP)
 - 3EM/3OM (MARFORRES)
 - E=Enl / O=Off
- Orders **must be** entered in ROWS 10 days after Marine is joined to unit (RAP fund approves PSTA orders in ROWS)
- Training **must be** completed w/in 18 months of joining
- PSTA database link: [HTTP://RA.MANPOWER.USMC.MIL](http://ra.manpower.usmc.mil)



Reserve Incentive Programs

- Promotions, Incentives and Training (PIT) Section
 - PIT manages bonus/incentive issuance available to NPS and PS Marines
 - Marines must meet requirements per the current FY SRIP/MGIB Kicker MarAdmin (512/03 and 514/03) to qualify for a bonus/incentive
 - Types of Incentives available:
 - NPS 6 yr \$8000
 - NPS MGIB Kicker \$350
 - PS 6yr \$5000
 - PS 3yr \$2500
 - PS 2nd 3yr \$2000
 - Affiliation bonus \$1200



Reserve Incentive Programs

- SRIP Bonuses

- Step 1: Run Bonus PEF, let post

- TTC 153 001

- Bonus PEF

NPS ENBO

Z7

PS AFFILIATION

ZB

3 YR SRIP

Z9

2ND 3 YR SRIP

Z2

6 YR SRIP

ZA



Reserve Incentive Programs

- Step 2: Run Bonus Control Number (BCN) Transaction Type Code (TTC)

Run bonus entry

- | | |
|---------------|---------------------------|
| - TTC 900 000 | NEW JOIN MARINE |
| - TTC 900 001 | 3 YR SRIP |
| - TTC 900 002 | 6 YR SRIP |
| - TTC 900 003 | AFFILIATION |
| - TTC 900 004 | 2 ND 3 YR SRIP |



Reserve Incentive Programs

- MGIB-SR/Kicker
 - TTC 153 002
 - College Fund PEF _ Z8
 - TTC 910 000
 - MGIB SR KICKER INCNT ELIG CD_ BA
 - TTC 910 003
 - MGIB SR Kicker INCT CDE_ Basis CD_ Cntl Num ____
 - DOA
 - INCNT CD RC
 - BASIS CD C
 - INCNT DATEYR OF THE BONUS (2004)
 - BONUS CD NK
 - BONUS QY LAST 4 #'S OF THE BONUS



Reserve Enlisted Promotions

- Mission
 - Establish quarterly NCO AR/SMCR/IRR cutting scores
 - Establish SNCO AR/SMCR/IRR Promotion Zones
 - Determine monthly SNCO AR promotions
 - IMA are included in SMCR allocations
- Promotions are based on the structure of the component (i.e. AR, SMCR, IRR).
 - Allocation Formula: $T/O - \text{On Hand} = \text{Vacancies}$
 - Vacancies = Promotions
 - No Vacancies = No promotions



ELTA Representatives

- ELTA liaison staffs are located at the Marine Corps Recruit Depots and Schools of Infantry
- ELTA liaison staffs serve as on-site coordinators for CMC (RAP) ELTA program managers located in Quantico, VA
- ELTA liaison personnel support the recruiting service, active duty training commands, and SMCR units by ensuring the smooth and timely processing of Reserve recruits and Marines through the entry level training pipeline
- The entry level training pipeline includes recruit training, Marine Combat Training (MCT), and formal school based military occupational skill (MOS) training



ELTA Representatives

- MCRD San Diego 619-524-6721
 - GySgt Brown/Cpl Greeson
- MCRD Parris Island 843-228-3718
 - MSgt Conaway/Sgt Rushing
- SOI West 760-725-7032
 - MSgt Boland/Cpl Curry
- SOI East 910-449-0448
 - MSgt Wright/ Cpl Myers



Points of Contact

- Policy Related Questions:
 - ACIP, Reserve Policies, IMA Program, Mobilization Issues, MCRAMM
- Plans Related Questions:
 - Manpower Analysis, T/O and Structure Issues, Recruiting Plan, Mission Planning Conference, Promotions, Incentives, Reclassifications, IUT's, Entry-level Training Assignments; Prior Service Training Assignments
- E-mail **all** requests to: RAP@MANPOWER.USMC.MIL
- Comm (703)/DSN (278) 784-9136/37/38/39
- FAX 9809



Questions